

Virtual Employment Law Seminar

28 March 2024

Presented by...



MEET THE PRESENTERS AND TECHNICAL SUPPORT



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USING GOTO WEBINAR



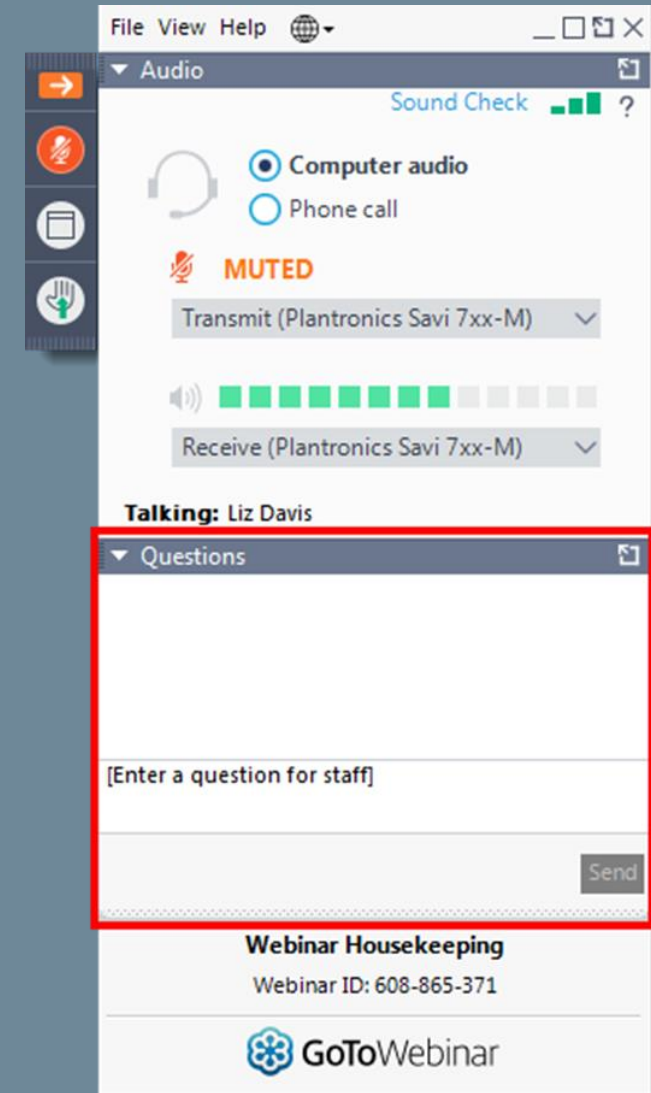
QUESTIONS...



GO TO WEBINAR

Your Participation

Please submit your text questions and comments using the Questions panel



The screenshot displays the GoToWebinar interface. At the top, there is a menu with 'File', 'View', and 'Help'. Below this is the 'Audio' panel, which includes a 'Sound Check' indicator and three radio buttons: 'Computer audio' (selected), 'Phone call', and 'MUTED'. The 'MUTED' status is highlighted in orange. Below the radio buttons are dropdown menus for 'Transmit (Plantronics Savi 7xx-M)' and 'Receive (Plantronics Savi 7xx-M)', along with a volume level indicator. Below the audio panel, it says 'Talking: Liz Davis'. The 'Questions' panel is highlighted with a red border and contains a text input field with the placeholder '[Enter a question for staff]' and a 'Send' button. At the bottom of the interface, it displays 'Webinar Housekeeping' with the ID '608-865-371' and the GoToWebinar logo.



POLL INCOMING...

WHAT DO YOU
THINK?



WHO ARE HR SOLUTIONS?



OUR AGENDA

1

Statutory rate changes in 2024

2

Employment Law in 2024

3

Changes on the horizon

4

Case rulings

5

7 Key steps to preparing your business

6

Q&A



STATUTORY RATE CHANGES IN 2024

STATUTORY RATE CHANGES

Date	Type of rate	Amount
1 April 2024	National Minimum Wage and Living Wage	£11.44 for 21 years of age and above (NLW) £8.60 for 18 – 20 year olds £6.40 for 16 – 17 year olds £6.40 for apprentices £9.99 for the accommodation offset
6 April 2024	Statutory Sick Pay (SSP)	£116.75
7 April 2024	Family Friendly Payments	Weeks 1 – 6 paid at 90% of average weekly earnings Weeks 7 – 39 paid at £184.03 per week or 90% of average weekly earnings (whichever is the lower)
	Lower Earnings Limit	£123 per week

STATUTORY RATE CHANGES

Type of rate	When used	Amount
Lower earnings limit	Minimum level of earnings an employee needs to qualify for benefits Used when calculating family leave payments Implementing the ban of exclusivity clauses	£123
Statutory guarantee payment	Maximum amount guaranteed during a lay off / short time working	£38
Maximum week's pay	For Redundancy, Unfair Dismissal Basic Award and other statutory compensation	£700
Ordinary unfair dismissal:	Maximum basic award Maximum compensatory award Failure to comply with an order to reinstate or to re-engage	£21,000 £115,115
Minimum basic award for specific types of automatically unfair dismissal:	Such as health and safety	£8,533

STATUTORY RATE CHANGES

Type of rate	When used	Amount
Other claims	Breach of Contract Discrimination Failure to follow an applicable Acas Code of Practice Failure to consider a Flexible Working Request	£25,000 Unlimited Up to 25% Max 8 weeks pay
Vento bands	These amounts are to reflect the extent of injury to feelings in discrimination cases: Lower band Middle band Upper band (although exceptional cases can exceed)	£11,700 £35,200 £58,700



EMPLOYMENT LAW IN 2024



POLL INCOMING...

WHAT DO YOU
THINK?

EMPLOYMENT LAW DEVELOPMENTS 2024

What's new

- New entitlement to carer's leave
- New rights to ask for predictable terms and conditions
- New laws on the allocation of tips

What's changing

- Fines when employing illegal workers
- Reforms to holiday pay and entitlement
- Rules for managing paternity leave
- Extended protection from redundancy
- New rules around flexible working
- TUPE consultation rules
- Greater protections from sexual harassment



The Immigration (Employment of Adults Subject to Immigration Control) (Maximum Penalty) (Amendment) Order 2024

FINES FOR EMPLOYING ILLEGAL WORKERS

- Increase to fines:
 - Maximum fine of £45,000 per illegal worker
 - Repeated offences = maximum fine of £60,000 per illegal worker
- Updated Home Office guidance 'Employer's guide to right to work checks'
 - 8 February 2024



The Employment Rights (Amendment, Revocation and Transitional Provision) Regulations 2023

THE NEW REGULATIONS

The Employment Rights (Amendment, Revocation and Transitional Provisions) Regulations 2023

- Introduced 1 January 2024 with several commencement dates in 2024
- Its purpose is to re-affirm European protections that previously existed via European legislation and case law prior to Brexit
- It amends:
 - ✓ The Working Time Regulations
 - ✓ The Transfer of Undertakings (Protection of Employment) Regulations 2006.



WHAT'S IMPACTED...

Working
time records

TUPE

Holiday
entitlement
and pay

WORKING TIME RECORDS

WORKING TIME RECORDS

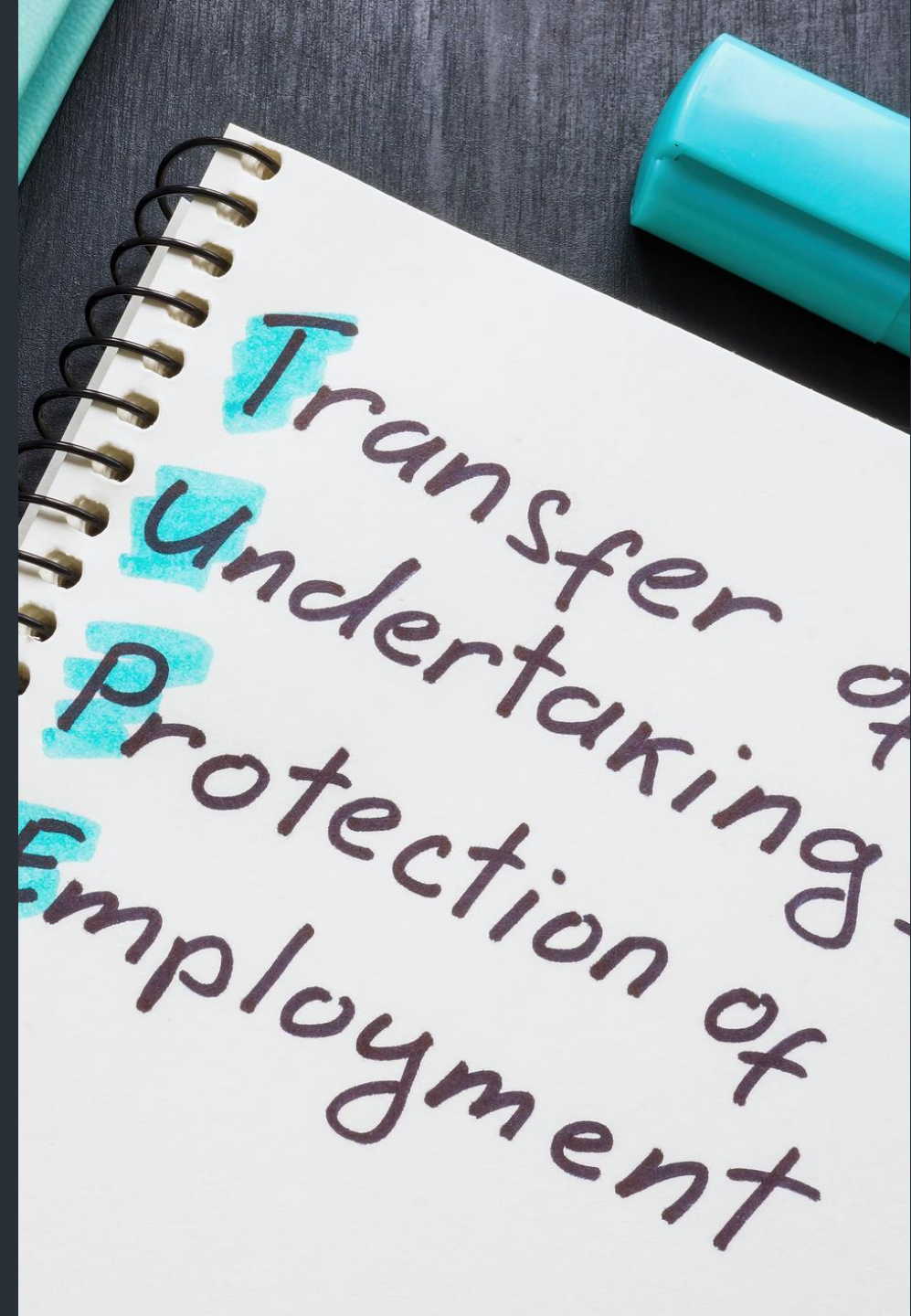
- New rules came into force 1 January 2024
- The Regulations overturn European case law which had ruled employers were obliged to establish a system to measure the duration of daily working hours.
- The new obligations introduced are less onerous on employers for demonstrating how they are complying with the Working Time Regulations.
- Employers are no longer obliged to record each person's working hours to comply with the Working Time Regulations if they can demonstrate compliance in other ways.



TUPE CONSULTATIONS

TUPE CONSULTATION

- Transfers occurring on or after 1 July 2024
- Where there are no existing representative in place, TUPE consultation can take place directly with employees, when:
 - The business employs less than 50, regardless of the size of the proposed transfer
 - A business of any size, but who are proposing to transfer fewer than 10 employees.
- **Does not apply** where a business already has in place employee representatives and trade unions – these continue



HOLIDAY ENTITLEMENT & PAY

CURRENT LEGAL POSITION

- The Harpur Trust ruling confirmed that those who work irregular hours or part year are entitled to the full 5.6 weeks of paid annual leave.
- This differs to the legal position for part time employees who work regular part time hours. They receive a pro-rated amount of the 5.6 paid weeks.
- Harpur Trust judgement:
 - How do you know what to pay someone when they take 1 week of their 5.6 week entitlement?
 - How do you manage what leave they have remaining?
 - Does the ruling apply to other types of contracts?
 - How is this fair to those who are part time working regular hours or all year?



HOLIDAY ENTITLEMENT & PAY REFORMS

- Commence 1 January 2024 with some changes coming into force April onwards
- Aims to correct challenges brought in by case rulings and European Directives
- Changes the position that was set by the Harpur Trust ruling
- Apply only to those who fall under new legal definitions of an irregular hours and part year worker.
- Employers in Northern Ireland must continue to apply the Harpur Trust ruling
- Part year/irregular hours workers that fall out of the scope of these Regulations must have their holiday managed in line with the Harpur Trust ruling.



WHAT'S CHANGING?

Carry over rules

Definition of who is an irregular hours and part year worker

A definition for 'normal remuneration'

New method for calculating entitlement

New method for calculating holiday accrued when absent due to family/sick leave

Option to use rolled up holiday pay

CARRY OVER RULES

- Maximum of 8 days into the next leave year, only with the agreement of the employer
- Up to 28 days statutory leave can be carried over if the employee has been unable to take some or all of their statutory entitlement due **to family leave** (adoption, maternity, shared parental leave)
- If an employee has been unable to take some or all their statutory annual leave entitlement due to sickness, the maximum carry over differs between someone who works regular hours and all year, to someone who works irregular hours or part year:
 - Someone working regular hours/full year = up to 20 days
 - Someone who works irregular hours/part year = up to 28 days
- The leave must be taken by the end of the period of 18 months starting from the end of the leave year in which it was accrued



NEW LEGAL DEFINITIONS

Irregular hours worker

“if the number of paid hours that they will work in each pay period during the term of their contract in that year is, under the terms of their contract, wholly or mostly variable.”

Part year worker

“if, under the terms of their contract, they are required to work only part of that year and there are periods within that year (during the term of the contract) of at least a week which they are not required to work and for which they are not paid. This includes part year workers who may have fixed hours, for example, teaching assistants who only work during term time and who are paid only when working.”

Normal remuneration

- Payments intrinsically linked to the performance of tasks which a worker is contractually obliged to carry out (e.g. commission payments)
- Payments relating to professional or personal status relating to length of service, seniority or professional qualifications
- Payments such as overtime that have been regularly paid to a worker in the 52 weeks preceding the calculation date.

QUESTIONS...

Irregular hours worker

“if the number of paid hours that they will work in each pay period during the term of their contract in that year is, under the terms of their contract, **wholly or mostly** variable.”

What is meant by “wholly or mostly”?

Part year worker

“if, under the terms of their contract, they are required to work only part of that year and there are periods within that year (during the term of the contract) of **at least a week which they are not required to work and for which they are not paid**. This includes part year workers who may have fixed hours, for example, teaching assistants who only work during term time and who are paid only when working.”

What happens when the employee doesn't work every week but is paid in equal instalments through the year?

Normal remuneration

Payments such as overtime that have been **regularly paid** to a worker in the 52 weeks preceding the calculation date.

What is meant by “regularly paid”?

CALCULATING STATUTORY HOLIDAY ENTITLEMENT

- Applies to holiday years starting on or after 1 April 2024
- Employers will calculate entitlement using the '12.07% method'
- The '12.07% method' will give a worker holiday entitlement that equates to 12.07% of the actual hours worked in a pay period (i.e. the frequency at which they are paid)
- If more than the statutory holiday entitlement is given, you will need to use a different figure to the 12.07% otherwise you risk breach of contract claims and claims for unlawful deduction of wages.



ACCRUAL METHOD FOR FAMILY/SICK LEAVE

- Calculate entitlement using the '12.07% method' (use a different percentage if you offer more than the statutory entitlement)
- A new '52-week relevant period' must be used to calculate an average weekly hours.
- When determining your 52-week relevant period:
 - **Exclude** weeks where the employee has been on family/sick leave for any amount of time
 - Any weeks not worked for any other reasons are **included**.
 - You may need to count back further than 52 weeks when the employee has been absent due to family/sick leave. The cap however is 104 weeks.
 - For new employees go back as far as their start date.



STATUTORY PAY RULES

- Statutory holiday is made up of two elements – basic and additional entitlement (see table)

Entitlement	Regular hours/full year worker	Irregular hours/part year worker	
		12.07% method	Rolled up holiday pay
Basic	Normal rate	Normal rate	Normal rate
Additional	Basic rate	Normal rate	Normal rate

- Difference to pay is based on nature of employment
- Common for employers to pay one rate for the entire 5.6 weeks due to the administrative burden on managing two types of holiday pay.

52 WEEK REFERENCE PERIOD

- Uses a '52-week relevant period' for calculating holiday pay.
- This is **not** the same as the '52-week reference period' that you use to calculate accrued holiday during a period of absence.
- You must calculate average normal pay based on actual earning from the last 52 weeks in which they have **worked and earned pay**.
- The relevant period begins from the day before the employee starts their annual leave and goes back for 52 weeks
- **IMPORTANT** – you must exclude weeks where the employee has been on maternity/family/sick leave for any amount of time, and this time you must also exclude weeks that have not been worked for other reasons.
- The cap for how far back you can find your period, is 104 weeks.
- For new employees go back as far as their start date.



ROLLED UP HOLIDAY PAY

- Can only be used for holiday years that start on or after 1 April 2024.
- Can only be applied to those who fall within the new legal definition of an irregular hours or part year worker
- Allows employers to pay an additional amount in each pay period to cover a worker's holiday pay instead of paying holiday at the time it is taken
- Where holiday is allowed to be carried over; no further payment is made since it will have been paid in the holiday year it was due.
- On leaving employment, there will be no need to make a deduction of pay to address any overpayment, since the holiday pay would have been paid regularly throughout the year.



QUESTIONS...



The Paternity Leave (Amendment) Regulations 2024

PATERNITY LEAVE

EWC after 6
April 2024

Expected date
of placement
or entry to UK
is **on/after 6**
April

Taken as **either**
one week, as
one block of
two consecutive
weeks, or as two
one-week blocks

Notice of
entitlement
remains as being
on or before the
15th week before
EWC/7 days for
adoption

Notice for each
chosen period
of leave is
reduced to 28
days

Can be taken at
any time in the
52 weeks after
the child's
adoption/birth

Carer's Leave Act

CARER'S LEAVE

- Commencement date 6 April 2024
- All employees entitled from day 1 of employment
- The entitlement is up to 1-week of unpaid time off to provide or arrange care for a dependent who has a long-term care need
- Employees cannot be penalised for taking advantage of carer's leave
- A dismissal connected to the taking of carer's leave will be automatically unfair



CARER'S LEAVE

Dependant

- Spouse or civil partner
- Their child
- Their parent
- A person who lives in the same household (excluding tenants, lodgers, boarders, anyone employed by the employee)

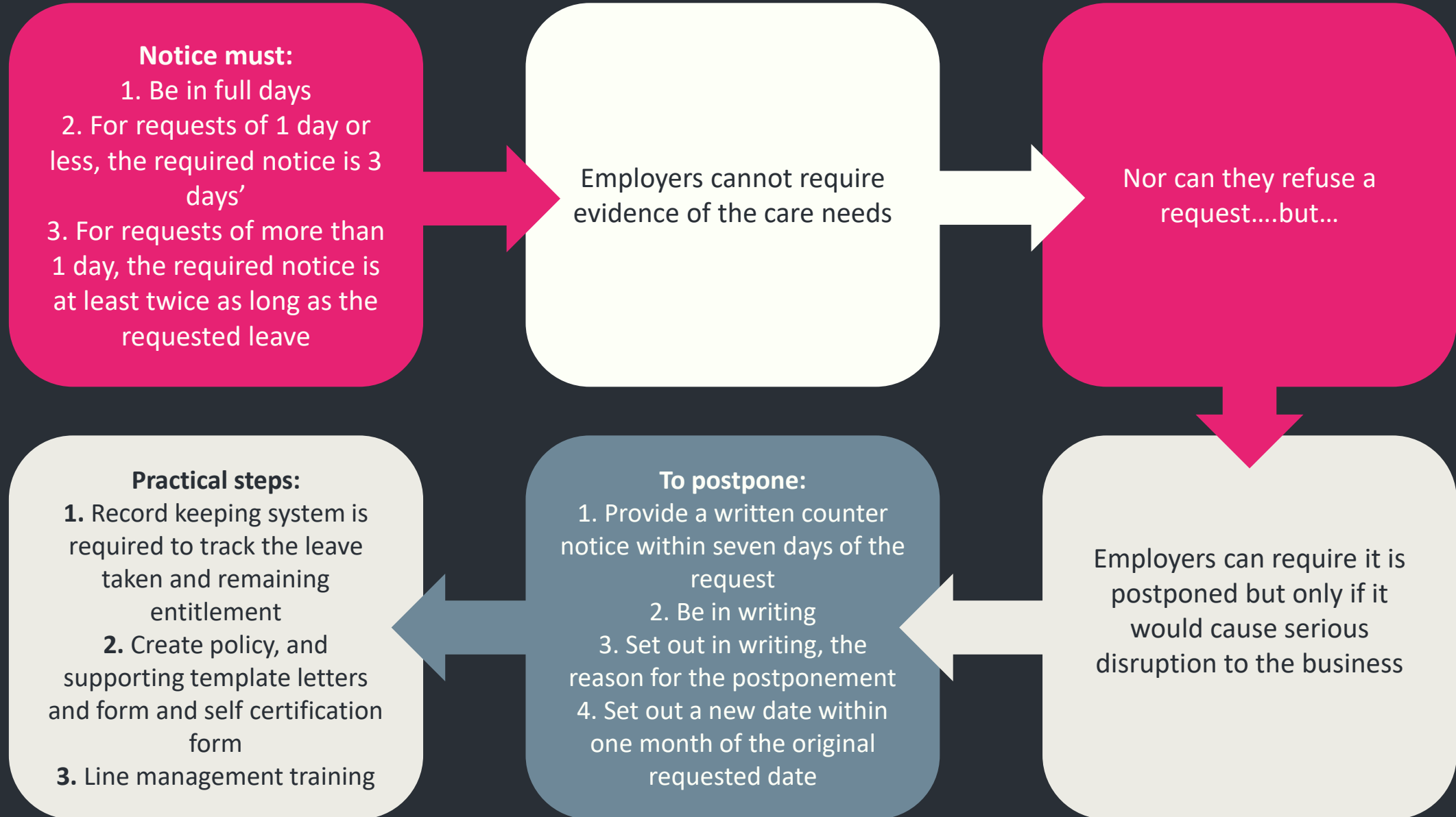
Catch all provision

- Any person who reasonably relies on the employee for care

Long term care need

- They have an illness or injury (whether physical or mental) that requires, or is likely to require, care for more than three months
- They have a disability for the purpose of the Equality Act 2010, or
- They require care for a reason connected with their old age

PROCEDURE





POLL INCOMING...

WHAT DO YOU
THINK?



The Maternity Leave, Adoption Leave and Shared Parental Leave (Amendment) Regulations 2023

CURRENT PROTECTION

- Employees on adoption, maternity and shared parental leave have a legal protection in a redundancy situation
- If made redundant whilst on family leave they must be given a suitable alternative role in preference to other employees
- This protection exists whilst on leave and ends as soon as they return.



HOW THE PROTECTION CHANGES

- From April 2024, the length of the protection period will change
- The protection will also be extended to include employees who are pregnant
- The protection will also apply to employees who suffer a miscarriage or still birth.



NEW REDUNDANCY PROTECTIONS

Employee taking adoption leave

Starts: Beginning of adoption leave

Ends:

- 18 months from the date of placement (UK)
- 18 months from the date of entry to Great Britain (overseas)

Pregnant employee taking maternity leave

Starts: When the employer is notified of their pregnancy

Ends:

- 18 months from child's date of birth when notified before end of maternity leave
- 18 months from the ERWC if not notified

Pregnant employee suffering a miscarriage

Starts: When the employer is notified of their pregnancy

Ends:

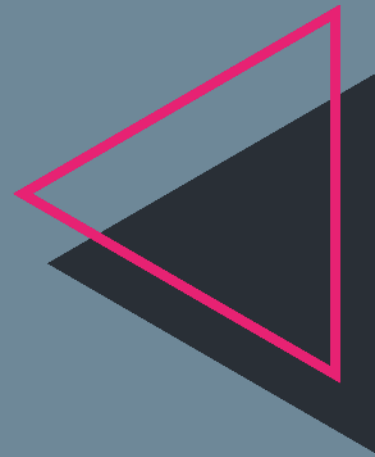
- 2 weeks after the miscarriage when it occurs before 24 weeks
- See maternity rules for pregnancies ending after 24 weeks (still birth)

Employee taking shared parental leave (no adoption or maternity leave taken)

Starts: Beginning of shared parental leave

Ends:

- At the end of SPL when less than 6 weeks taken
- 18 months from the child's date of birth when more than 6 consecutive SPL weeks taken



The Flexible Working (Amendment) Regulations 2023

FLEXIBLE WORKING



FLEXIBLE WORKING

- Applications received on and after 6 April 2024, all employees can request for flexible working from day 1 of their employment
- Other changes to the statutory rules are pending
- We are waiting for the additional changes to be confirmed. Conflicting information between the Acas Code of Practice and the Regulations which are draft.
- Also likely to be April – but can't confirm
- We would advise having two policies ready to go.



FLEXIBLE WORKING

- The ability to make two requests per year
- A request must be dealt with within two months of receipt of a request (assuming no extension is requested)
- Employers will be required to consult with employees before refusing a flexible working request.
- The new right to request flexible working will apply to all employees, including those who are on fixed-term contracts, zero-hours contracts, and agency contracts.
- The Regulations will no longer require employees to set out in their application the impact of their proposed new working arrangements and how it would be dealt with.



QUESTIONS...



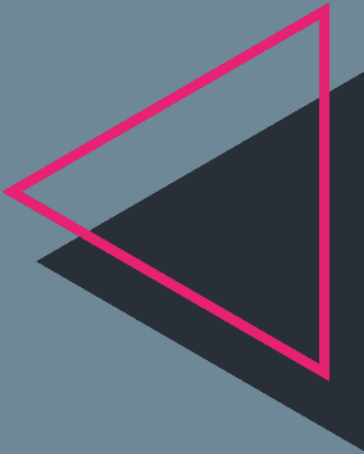


POLL INCOMING...

WHAT DO YOU
THINK?



CHANGES ON THE HORIZON



Employment Allocation of Tips Act 2023

TIPS AND GRATUITIES

- The purpose of these Regulations is to ensure the fair and transparent allocation of all tips, gratuities and service charges
- Applies to all workers – but not the self employed
- Draft Code of Practice on fair and transparent distribution of tips is available.
- We are currently waiting the Government's response to this draft Code of Practice and recent public consultation.



OBLIGATIONS FOR EMPLOYERS

- Pass on all tips and service charges without deductions (except in very limited circumstances, such as deduction of income tax)
- Ensure tips are distributed in a fair and transparent manner when the employer takes control, or exerts significant influence over their distribution
- Have regard to the new “Code of Practice on fair and transparent distribution of tips” when they are distrusting or influencing the distribution of tips
- Maintain a written policy on how tips are dealt with at their place of business and ensure their policy is made available to all workers
- Maintain a record of all tips paid at their place of business and their allocation and distribution between each worker, to which all workers will have the right to request access



OBLIGATIONS FOR EMPLOYERS

- Ensure that the total amount of qualifying tips is allocated fairly between workers
- This includes where there is a mixture of permanent, directly recruited workers, agency workers and zero hours workers in the same location
- Allocating and distributing does not necessarily mean workers are allocated the same proportion of tips – there may be legitimate reasons why different proportions of tips are allocated to different workers
- Clear and object factors must be used when determining the allocation and distribution of tips
- It is for an employer to determine the factors so long as they are fair, reasonable in the circumstances in the context of their business



OBLIGATIONS FOR EMPLOYERS

The Code provides examples of factors that may be considered:

- Type of role
- Basic pay and how workers are engaged
- Individual and/or team performance
- Seniority or level of responsibility
- Length of time served with the employer
- Customer intention



OBLIGATIONS FOR EMPLOYERS

- Employers should consult with workers to seek broad agreement that the system for allocating and distributing of tips is fair, reasonable and clear
- The factors considered by the business for allocating and distributing tips must be specified in the policy
- Consideration must be given to whether there are any contractual obligations to engage in formal collective consultation where a system affects the terms and conditions on pay that are covered by an existing collective agreement (or where an agreement has been made under the Information and Consultation of Employees Regulations 2004)



OBLIGATIONS FOR EMPLOYERS

Methods for allocating and distributing tips:

- Employer receives directly and pays their workers in the next payroll cycle.
- Allocating internal resource for being responsible for operating independently a tronc.
- Appoint an external independent tronc operator, although the employer is responsible for taking action to address any concerns where a 3rd party is acting in an unfair or improper manner.
- All tips must be distributed at the latest, by the end of the month following the month in which they were paid by the customer.



TIPS AND GRATUITIES

Record keeping:

- Requirements for employers to keep clear records
- Detail of all qualifying tips received and amount allocated
- Records must be maintained for three years, beginning with the date on which the tip was paid
- All workers will have the right to make one written request in a rolling three-month period to view the tipping record of their employer, going back up to three years (so long as they have worked for the employer for the full three years)



TIPS AND GRATUITIES

Key notes:

- If individual workers are not aware of their entitlements, an Employer cannot be deemed to have met its legal obligation to handle tips fairly and transparently
- All staff should have the same access to the written policy which must be in plain language and be provided in an accessible format for any worker with a disability on request
- Employers can provide a copy to agency workers at the start of the engagement, or ask the agency to share the policy on their behalf
- Employers do not have to share the written policy with customers or display publicly but may do if they wish.



Dismissal and re-engagement

DRAFT CODE OF PRACTICE ON DISMISSAL AND RE-ENGAGEMENT

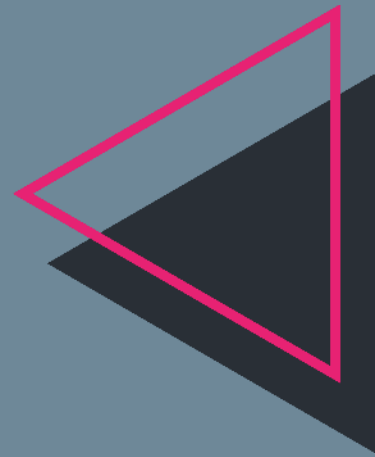
- Purpose of the code is to:
- To ensure employers take all reasonable steps to explore alternatives to dismissal
- To engage in “meaningful consultation” with a view to reaching an agreed outcome
- To ensure that the employer does not raise the prospect of dismissal unreasonably early, or put undue pressure on employees by threatening dismissal where this is not, in fact, envisaged”



DRAFT CODE OF PRACTICE ON DISMISSAL AND RE-ENGAGEMENT

- Draft published February 2024. Date of commencement to be confirmed
- The new Code of Practice will apply to all employers, regardless of size
- The Code will apply when:
 - An employer wishes to make changes to an employee's contract of employment and
 - Where agreement cannot be gained, the employer dismisses and re-engages on new terms or engages new employees to perform the role
- The Code of Practice will not be legally binding; however, a Tribunal can increase awards by up to 25% where an employer has unreasonably failed to comply
- Employees may also have their awards reduced by up to 25% if they unreasonably fail to comply.





Worker Protection (Amendment of Equality Act 2010)

NEW DUTY TO PREVENT SEXUAL HARASSMENT

- Comes into force 26 October 2024 and will enhance existing harassment protection placing increased responsibility on employers
- It will update the definition of harassment only for the purpose of the Equality Act 2010
- However, harassment claims can also be made under the Protection from Harassment Act 1997 via the civil courts



NEW DUTY TO PREVENT SEXUAL HARASSMENT

Key provisions:

- Specific duty on employers to take reasonable steps to prevent sexual harassment of employees
- Any compensation for harassment of a sexual nature can be increased of up to 25% for failing to fulfil the new duty
- Equality and Human Rights Commission can use existing powers of enforcement



NEW DUTY TO PREVENT SEXUAL HARASSMENT

What does this mean?

- Employers must have comprehensive systems and practices in place to prevent sexual harassment
- We would advise auditing your systems and working practices now, so enable you to prepare for October
- You need to understand if the business is proactively establishing measures that encompass reasonable steps in preventing sexual harassment.
- Measures will include:
 - Regular training
 - Clear policies and procedures
 - Reviewing the effectiveness of your policies
 - Positive workplace culture encouraging people to speak up
 - Careful event planning that mitigates specific risk
 - Regular risk audits



Workers (Predictable Terms and Conditions)

PREDICTABLE TERMS AND CONDITIONS

- It is expected that from September 2024, workers will have a statutory right to request more predictable terms and conditions of work **where there is a lack of predictability**
- The draft Regulations define a work pattern as:
 - Number of hours
 - Days of the week worked & the times on those days worked
 - The period for which the worker is contracted to work
- Fixed term contracts less than 12 months are regarded as having a lack of predictability and therefore fall in scope of the draft Regulations
- Applying for predictable terms and conditions in the context of a fixed term contract could therefore be to request a change to the duration where it would result in a longer fixed term or remove a provision restricting its duration.



PREDICTABLE TERMS AND CONDITIONS

- An employer will be required to deal with the application in a reasonable manner and within one month beginning with the date on which the application is made
- The worker must be notified of the decision within the decision period
- May only reject
 - The burden of additional costs
 - The detrimental effect on the ability to meet customer demand
 - Detrimental impact on the recruitment of staff
 - Detrimental impact on other aspects of the employer's business
 - Insufficiency of work during the periods the worker is proposing to work
 - Planned structural changes
 - Such other grounds as the Regulations may state



Neonatal Leave

THE NEONATAL CARE (LEAVE AND PAY) ACT 2023

- Expected 2025 and to be a day 1 right
- Neonatal care is a type of care a baby receives in a neonatal unit if they are born premature, sick, or with a low birth weight. It can include medical or palliative care.
- Eligibility is:
 - a parent of a baby/ies which are admitted into hospital as a neonate (28 days old or less) and
 - The admission lasts for a continuous period of 7 days or more
 - It will apply to someone with parental or other personal relationship with a child that is to receive or has received neonatal care.
- The total amount of statutory neonatal leave is capped at a maximum of 12 weeks.



THE NEONATAL CARE (LEAVE AND PAY) ACT 2023

It is expected that:

- the leave must be taken in a continuous block of one or more weeks.
- notice requirements will be very short, although they will depend on the circumstances.
- The maximum notice that can be asked for is expected to be 1 week.
- where employers may require evidence, they may be able to ask for a written declaration from the employee.
- The same employment rights and protections will be afforded as with other forms of family leave, namely protection from:
 - detriment for having exercised the statutory right (such as disciplinary action or unfair dismissal)
 - protection from discrimination
 - the right to return to the same job after the leave or a combined period of Neonatal and other forms of statutory family leave (if absent for 26 weeks or less).





CASE RULINGS



KEY TRIBUNAL CASE RULINGS

- Menopause and disability discrimination (Lynskey v Direct Line)
- Defamatory employment references (Smith v Surridge and others)
- Holiday pay (Chief Constable of Police Service of Northern Ireland v Agnew)
- Employment status (HMRC v Game Match Officials)

Full details will be provided after the event.





7 KEY STEPS TO PREPARING YOUR BUSINESS

7 STEPS TO PREPARE THE BUSINESS

1. Audit your HR practices
2. Strategically plan for the year ahead
3. Gain Leadership buy-in
4. Inform and engage with your workforce
5. Update your employee documentation
6. Train your line managers
7. Monitor and review





POLL INCOMING...

WHAT DO YOU
THINK?

QUESTIONS...



OUR HR KNOWLEDGE BASE

The HR Knowledge Base is an online HR resource for busy professionals. It makes it easy for thousands of business owners and managers across the UK to manage their teams by giving them access to:

- Template HR documents and policies
- HR articles and guides to keep you fully informed
- HR guidance on a wide range of topics



[HR Knowledgebase - HR Solutions \(hrsolutions-uk.com\)](https://hrsolutions-uk.com)

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- Effective Communication Skills
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- Recruitment and Selection
- Holding Difficult Conversations
- Equality, Diversity & Inclusion
- Managing Grievance
- Managing Disciplinary
- Employment Law
- ILM Level 3
- ILM Level 5



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UPCOMING WEBINARS

Simplifying family leave – practical solutions for SMEs and HR practitioners

11 April 10am – 11am

Managing the new rules on flexible working and predictable terms and conditions

9 May 10am – 11am

Prioritising employee wellbeing

13 June 10am – 11am

Protecting employees from harassment

11 July 10am – 11am



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COMING SOON...



STRATEGIC HR THINKING FOR 2024: ALIGNING PEOPLE AND BUSINESS STRATEGY

*An Insightful Guide to Catalysing Business
Growth through Human Resources*



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POLL INCOMING...

WHAT DO YOU
THINK?



Thank you

Any question? Please get in touch:

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